



PROPHECY INTERNATIONAL HOLDINGS LIMITED

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

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ABOUT THE ESG POLICY

Environmental, social and governance (**ESG**) issues do not exist in a silo. ESG is about bringing them together under one banner to demonstrate the positive impact our business is having on the world. ESG is much like corporate social responsibility but on a vastly larger and more measurable scale.

This policy will inform our ESG efforts moving forward. This includes, but is not limited to reporting, disclosures, business practices, policies, procedures, investments, board activities, stakeholder engagement, and investor relations.

Nothing in this policy shall be taken or understood to limit or reduce our current commitments, both legally and ethically.

At minimum, we endeavour to maintain compliance with legislative requirements.

PURPOSE OF THIS POLICY

The purpose of this policy is to provide information about ESG and to encourage the business to understand ESG better.

This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

WHO IS RESPONSIBLE FOR THIS POLICY?

- (a) The board has overall responsibility for the effective operation of this policy. They have delegated responsibility for overseeing its implementation. Suggestions for change should be reported at slaycock@prophecyinternational.com.
- (b) Senior Leadership have day-to-day responsibility for this policy, and you should refer any questions about this policy to them in the first instance.
- (c) This policy is reviewed annually. Changes may be made at any time as government or business guidance develops.

OUR ESG COMMITMENT

We strive to build sustainable, equitable, healthy, and diverse communities through a combination of innovative business practices and ESG performance. This commitment informs every aspect of our business, including how we manage new projects, operate our company, collaborate with stakeholders and report progress.

This ESG Policy sets out our approach to sustainability matters. At the heart of the Policy is a corporate culture that has sustainability at the core of all our business operations and values.

OUR STATEMENT ON CLIMATE CHANGE AND THE ENVIRONMENT

We are committed to driving down our energy and carbon impacts, as we understand that climate change is a concern for many people and a potential risk to our world. We are committed to environmentally sustainable initiatives that deliver near-term efficiency, value, and health for our business, our people, and the wider community.

We will encourage our customers to reduce their impact on the environment by recommending the use of more sustainable materials. We actively promote a paper-free office and will encourage and support our clients to avoid printing and we will make all endeavours to be a digital-first business.



We seek to comply with current environmental legislation and work to minimise the impact of our activities on the environment.

We will engage with our stakeholders and encourage enhanced disclosure on climate change, biodiversity, and the Sustainable Development Goals, including efforts to advance the underlying goals.

OUR STATEMENT ON SOCIAL RESPONSIBILITY

Our focus is to deepen relationships with our key stakeholders by investing in our employees and partnering with our customers, communities and investors.

We are committed to engage with our employees to provide a challenging, dynamic, inclusive and diverse work environment that supports their professional development, as well as promoting a good work-life balance that prioritises their overall health and wellness.

We will support initiatives that benefit the environment, human welfare and education. This includes skills training that enhance workforce talent pipelines.

We will engage customers and employees around safety, health, and wellness.

We will preserve and promote the protection of human rights and welfare within our own business activities in accordance with our **Modern Slavery Policy and Discrimination Policies**.

OUR STATEMENT ON ETHICAL GOVERNANCE

Our focus is to promote strong oversight, transparency and risk management at all levels of our organisation, ensuring the resilience and long-term preservation of value for our business.

We will maintain strong corporate governance practices through board stewardship, management accountability, auditing and proactive risk management.

We will mitigate risk exposure and build the resilience of our business to climate change.

We are committed to high ethical standards through a strong Code of Conduct and Ethics, ongoing ethics training, and executive leadership that promotes a culture of integrity.

We cultivate strong stakeholder relationships through transparency, open communications, and responding to stakeholder input.

We will establish clear and effective governance for ESG and establish accountability.

OUR BUSINESS AND ESG

ESG is about assessing the net positive impact in the world, and taking concerted, defined and measurable action to improve it. Our value rests in our employees, our communities, and the wider world. Therefore, ESG forms a fundamental part of how our business lives our values in the real world.

The ethical and practical values that make up the different parts of ESG are at the heart of what we as a company stand for. With the growth and development of ESG and the increased awareness of these factors among our key stakeholders, we have a better opportunity to tell the story of how our business makes a positive impact in the world.

The drive to assess a broader range of factors in a holistic manner, from environmental and climate change considerations to the social issues and how we invest in our people, to the structure of our business and always reaching for better governance, means we can tell our story better.



OUR DUTY TO THE WIDER WORLD

As a business, we also have a duty to our people, our customers, and the wider world. ESG gives us an opportunity to bring those impacts together. We value investing in our people as we value protecting our environment and being a good corporate citizen.

Fostering openness, sustainability, and respect are our objectives. We value everyone and strive to work as one team. Our view on ESG is that it is a continuous process of aligning our operations and controls with our values as a company.

Our commitment to improve our social and environmental performance demonstrates a strong, well-informed management attitude and a values-led culture that is both alert and responsive to the challenges and opportunities of doing business responsibly and sustainably.

ESG AND OUR REPUTATION

ESG is fundamental to our reputation as a business. Reputation is built through frequent and repeated interactions with stakeholders. When those interactions are positive, our business, and our reputation, can thrive. In an uncertain economic climate, positive reputation is one of the key drivers to long term success. We want all our stakeholders, from customers to investors to our people, to be proud to be a part of our business. Part of that pride is understanding how our business makes a positive contribution to the world.

Environmental: Environmental sustainability is an ethical and commercial imperative. Managing our carbon footprint goes hand in hand with the strategic necessity to operate efficiently. We do have progress to make in this area, but we are committed to tackling climate change at a corporate level.

Social: Our people make up our business. Intellectual capital is core to our clients, our business model and our long-term sustainability as a business. We aim to foster an environment that values and nurtures unique talents and contributions from every individual within a culture of diversity and inclusivity. While we have progress to make, we are committed to cultivating and empowering change by building an inclusive workplace where all talents can thrive.

Governance: Good governance is foundational to our business, and all aspects of ESG. We cannot thrive without paying attention to our compliance obligations. Our business seeks to embed compliance into the heart of our business. We do have progress to make in this area, and we will continue to support and enhance our governance.

OUR RESPONSIBILITY TO OUR CUSTOMERS

We have an obligation to our customers to offer them the best service. Customers are at the heart of our business, and without these partnerships our business wouldn't exist. Part of that commitment to customers is about responding to their needs, hearing their concerns and committing ourselves to customer satisfaction.

The best customers are those who see us as partners in their own enterprise. In turn, those customers reward us with their continued business, and building and maintaining our world-class reputation.

ESG priorities are drawn not only from investor concerns but customer needs. Customers are asking how we are improving the world around us. How are we protecting our shared natural heritage, investing in our communities and being good corporate citizens. It is imperative on us as a business that all of our interactions with customers are reflective of who they expect us to be and that is a partner in their own enterprise. A company they are proud to work with and recommend.

That is why it is important for you to understand ESG, its impact and what it means for our company. We want you to feel proud of being part of our business and the positive impact we have on the world, so that our customers and employees will feel the same.



YOUR ROLE TO PLAY IN ESG

- (a) As a member of our business, you have a vital responsibility to ensure our organisation thrives. When it comes to ESG, this means understanding your role in each area of ESG. You can start to do this by familiarising yourself with the concept of ESG, such as through this Policy.

- Our strategy on ESG;
- How we plan to meet the requirements;
- Your individual and team contribution to those goals;
- How to discuss our ESG with customers and third parties; and
- Where to report potential concerns or actions which go against our policy.

- (b) On an individual level, you have an important role to play in meeting our ESG objectives. Here's how you could help:

- (i) **Environmental:** We all have a role to play in reducing carbon emissions and getting to net zero as a society. While as a business we are working towards improving our impact on the environment, you should consider the choices you personally make and the environmental impact, whether at home or at work. For instance:

- When travelling, are there more environmentally friendly options to take?
- Can some meetings be done remotely instead of travelling?
- Think before you print.
- Are you reducing waste and avoiding products that have excessive plastic packaging
- Are you reducing the amount of energy you use?
- Are you shopping locally and travelling smart?
- Does the office and your home have recycling and energy saving measures?
- Are you being environmentally friendly and are you encouraging others to do the same?

- (i) **Social:** Building a diverse and inclusive workforce where everyone feels valued is everyone's responsibility. Understanding your role in bringing people together is critical to our success as a business. From hiring the best talent to encouraging all staff to thrive, we want a workplace where people proactively work and live to be the best. You can help by:

- Challenging and reporting discriminatory or offensive behaviour.
Understanding Modern Slavery, diversity, discrimination and inclusion policies.
Being an active ally for groups often underrepresented.
Leading by example in your work.
Being Environmentally Friendly and Eco Conscious.
Promoting equality, diversity and inclusion in the workplace and in social settings.
Giving back to the community.
Treating all employees with respect and dignity.
Making and supporting ethical business decisions.

- (ii) **Governance:** Good governance goes beyond having the right policies and procedures in place. It's about embedding compliance in your day-to-day work. From completing training on time to actively understanding how regulations affect your work, good governance starts from the individual acting ethically. Take governance to heart by:

- Be a compliance champion in your team.
- Refer to policies and procedures instead of shortcuts.
- Be aware of red flags for compliance failures and risks in your area of work.



- Don't be afraid to call out poor behaviour or report failures. Both in words and action, demonstrate accountability; leadership; integrity; stewardship and transparency.

Document History

Version	Date	Approved By	
1.0	Aug 2023	Board	Policy adopted
1.1	Aug 2025	Board	Annual Review – no changes
1.2	Sep 2026	Board	Annual Review – no changes